

FEDERAL AVIATION ADMINISTRATION

SEPARATION QUESTIONNAIRE

Purpose: The purpose of this survey is to learn how to make the FAA the best place to work. Your voluntary completion of this anonymous questionnaire will help us to target areas for change that can improve the overall quality of the FAA's work environment.

Confidentiality: The Civil Aeromedical Institute (CAMI) strictly adheres to ethical standards, public law, and federal policies for safeguarding the confidentiality of all respondents. All responses will be kept anonymous and confidential by CAMI, so please be open and candid. All responses to this questionnaire will be combined and reported in summary form. No individual response will ever be reported.

Instructions: Please read each statement carefully. Select an answer and darken the corresponding bubble. If a question makes you uncomfortable or you prefer not to answer, leave it blank and move on to the next question. One or more unanswered items will not invalidate the survey.

When you have completed the questionnaire, please seal it in the envelope provided and return it to a personnel representative. In the event the envelope is not provided or is misplaced, please mail your questionnaire to:

FAA Survey Center, AAM-520
Civil Aeromedical Institute (CAMI)
PO Box 25082
Oklahoma City, OK 73125

Thank you for your assistance and feedback.

**FEDERAL AVIATION ADMINISTRATION
SEPARATION QUESTIONNAIRE**

The purpose of this questionnaire is to learn how to make the FAA the best place to work. Your voluntary completion of this anonymous questionnaire will help us target changes that can improve the quality of the FAA's work environment. THANK YOU for helping.

PERSONAL BACKGROUND

Questions below are optional; however, your responses will aid in identifying possible trends within the agency.

1. What is your gender?
☐ Female ☐ Male
2. What is your race/national origin?
☐ American Indian/Alaska Native
☐ Asian/Pacific Islander
☐ Black, not Hispanic
☐ Hispanic
☐ White, not Hispanic
☐ Other
3. What is your age? _____ yrs.
4. Under which Federal retirement system were you last covered?
☐ Federal Employee Retirement System (FERS)
☐ Civil Service Retirement System (CSRS)
☐ Don't know
5. In which FAA Line of Business/Staff Office did you last work?
☐ Airports (ARP, APP, AAS, ADO, etc.)
 Air Traffic Services (ATS)
☐ AAT - Air Traffic (ARTCC, TWR, FSS, ATO, etc.)
☐ AAF - Airway Facilities (SMO, SSC, ANI, etc.)
☐ Other ATS (ARS, ATQ, ASC, etc.)
☐ Civil Aviation Security (ACS, CASFO, etc.)
☐ Commercial Space Transportation (AST)
 Regulation & Certification (AVR)
☐ AFS - Flight Standards (FSDO, ATO, etc.)
☐ AIR - Aircraft Certification (ACO, etc.)
☐ Other AVR (AAM, ARM, CAMI, etc.)
☐ Research and Acquisitions (ARA, ACT, ASD, etc.)
☐ Region and Center Operations (AMC, regional office, etc.)
☐ Staff Office (AGC, ACR, APA, ABA, AHR, etc.)
6. To which region or center did your facility/office report?

<input type="radio"/> Alaskan	<input type="radio"/> Southern
<input type="radio"/> Central	<input type="radio"/> Southwest
<input type="radio"/> Eastern	<input type="radio"/> Western-Pacific
<input type="radio"/> Great Lakes	<input type="radio"/> Washington DC
<input type="radio"/> New England	<input type="radio"/> Aeronautical Center
<input type="radio"/> Northwest Mountain	<input type="radio"/> Technical Center
7. Do you have a disability that requires a special accommodation?
☐ Yes ☐ No
If yes, was management aware of your disability?
☐ Yes ☐ No
If yes, was your disability accommodated?
☐ Yes ☐ No
8. How long did you work for:
FAA: _____ yrs. DOT: _____ yrs.
Federal government (excluding military service)? _____ yrs.
9. Was your last position as a:

<input type="radio"/> General employee	<input type="radio"/> Team Leader
<input type="radio"/> Supervisor	<input type="radio"/> Manager
10. In the last 2 years, how many monetary or time-off awards (e.g., Special Achievements, Performance Awards) did you receive?
☐ None ☐ One ☐ Two ☐ More than two
11. What is the Position Series and Grade or Pay Band of the position you are leaving? Example: FS-0830-14 or FS-0830-J

12. Which of the following best describes the *personnel action* associated with your separation from the FAA?
☐ Resignation (Please complete section on reverse)
☐ Transfer to another Federal Agency (Please complete section on reverse)
☐ Retirement*
☐ Reduction in force (RIF)/job abolishment*
☐ Expiration of temporary or co-op appointment*
☐ Removal*

*Section on next page optional
13. If you are transferring to another Federal agency, is your new position a:

<input type="radio"/> Downgrade	<input type="radio"/> Lateral	<input type="radio"/> Promotion
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JOB SATISFACTION

14. In general, how did you like your job with FAA?
☐ Very Satisfied
☐ Satisfied
☐ Neither satisfied nor dissatisfied
☐ Dissatisfied
☐ Very dissatisfied
15. If possible, would you work for the FAA again?
☐ Yes ☐ No
16. Would you recommend working for the FAA to your friends or relatives?
☐ Yes ☐ No
17. Would you recommend working for the Federal government to your friends or relatives?
☐ Yes ☐ No

Additional comments included on a separate sheet of paper: ☐ Yes ☐ No

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FEDERAL AVIATION ADMINISTRATION SEPARATION QUESTIONNAIRE

REASONS FOR SEPARATING FROM THE FAA

Please read the list of FAA job-related factors listed below, then indicate the three factors which **most** influenced your leaving the FAA. Factors are clustered under topic areas to assist you in finding the item that best describes your reasons for leaving.

Print reason numbers here



Example: 5 8 **MOST INFLUENCED** my leaving the FAA

Reason # **MOST INFLUENCED** my leaving the FAA

Reason # **2ND-MOST INFLUENCED** my leaving the FAA

Reason # **3RD-MOST INFLUENCED** my leaving the FAA

DO NOT WRITE IN THE SHADED AREA

Pay & Benefits	1. Amount of regular/ scheduled pay 2. Change in Pay System 3. Retirement Benefits 4. Health Insurance 5. Amount of vacation time 6. Compensation for moves 7. Amount of special pay	Quality of Personal Life	38. Spouse career conflicts 39. Spouse attitude toward the FAA 40. Amount of time I have to be with my family 41. Amount of family separation/travel 42. Availability of dependent day care 43. Adequacy of maternity leave 44. Cost of living where I work 45. Quality of affordable housing where I work 46. Quality of life in the geographic area where I work 47. Overall quality of my life 48. Availability of public transportation 49. Other family considerations
Working Conditions	8. Safety of my workplace 9. Physical comfort of my workplace 10. Length of working hours 11. Flexibility of work schedules 12. Amount of paperwork 13. Number of people available to get the job done 14. Technical competence of supervisors 15. Technical competence of co-workers 16. Concern for work standards 17. FAA rules & regulations 18. Number of quick-response tasks 19. Adequacy of equipment 20. Job security	Career Development	50. Promotion opportunities within the FAA 51. Promotion outside the FAA 52. Fairness of promotions 53. Access to requested training 54. Quality of FAA training 55. Fit between my job & my knowledge/skills/abilities 56. FAA utilization of my knowledge/skills/abilities 57. Assignment to jobs I need for technical/ professional development 58. Assignment to jobs I need for career advancement 59. Ability to influence my job tasks 60. Fairness of how my performance is evaluated 61. Support (time/money) to further my education 62. Support for participation in professional development activities
Quality of Work Life	21. Amount of respect from superiors 22. Satisfaction/fulfillment from my job 23. Desire change in current assignment 24. Pride in the job I perform 25. Ability to influence how my job gets done 26. Level of recognition for my achievements 27. Quality of FAA supervision 28. Quality of FAA management 29. Quality of union representation 30. Sexual harassment 31. Racial harassment 32. Other harassment 33. Discrimination 34. FAA grievance system 35. Fairness & equity of my treatment 36. Compatibility of personal values/Agency values 37. Accommodation for disability	Miscellaneous	63. Pursuit of full-time education 64. Extended illness, incapacitation, or physical disqualification 65. Reduction in force (RIF) 66. Loss of professional certification/license(s) 67. Planned or mandatory retirement 68. Training failure 69. Pursuit of a different career track

